



THE SHEFFIELD SCITT

ANTI-RACISM POLICY



National Teaching School
designated by



National College for
Teaching & Leadership

The Sheffield SCITT is owned and operated by Notre Dame High School, Sheffield, a National Teaching School

1. Purpose:

- To oppose racism and discrimination and work to combat such attitudes.
- To promote the belief that all individuals are unique and of equal value regardless of colour, culture, ethnic origin or any other difference

2. Applies to:

- All staff employed directly or indirectly to deliver services for the Sheffield SCITT. This includes staff in all partnership schools involved in delivery of the Sheffield SCITT course.
- All SCITT trainees. This includes those who have accepted a place on the Sheffield SCITT course.

3. This policy must be read and reviewed in conjunction with:

- Reasonable Adjustment Policy
- Equality Duty.

4. The Sheffield SCITT will achieve its stated aims through the following means:

4.1 The Management Board, sub committees and interviewing panels should, wherever possible, reflect racial diversity.

The Management Board will, whenever possible, seek to increase the number of members of minority ethnic backgrounds. These should be encouraged to play a key role in policy making and trainee recruitment.

4.2 Procedures for trainee appointments should not disadvantage any individual on the grounds of their colour, culture or ethnic background.

Equal opportunities must ensure that person specifications, interview questions and criteria do not disadvantage any individuals on the grounds of their colour, culture or ethnic background.

4.3 All aspects of training should encourage professional development of trainees from all ethnic groups.

4.4 Staff working in the Sheffield SCITT and Partner Schools should be provided with training to raise awareness of racist issues.

It is easy for staff subconsciously to stereotype trainees of particular ethnic groups in expectations of academic achievements and/or of behaviour patterns. Stereotyping can be addressed by training staff to deal with their own feelings about race.

4.5 There will be a clear and effective pattern of response to racist incidents and of pastoral care for those involved.

Racist incidents can arise from abusive behaviour by trainees, by staff, or others in school. Staff and Trainees can be involved in the establishment of codes of conduct, to determine what acceptable behaviour in a school community is. The Management Board must then ensure that clear, effective and openly just procedures of enquiry and sanction are in place to deal with breaches of the codes.

Support will be provided for any person reporting racial discrimination. Disciplinary action will be undertaken by the Management Board.

Sensitivity training for those displaying racially inappropriate attitudes will be implemented.

4.6 Any information gained from the monitoring of progress/behaviour/attendance of any trainees should be utilised to ensure that all trainees are fulfilling their potential.

4.7 The Sheffield SCITT and Partner Schools will celebrate all aspects of cultural diversity within our community and promote self-esteem and positive self-image.

Respect and support for trainees from a range of backgrounds is central to our mission.

4.8 Assessment of trainee progress must be fair and valid for all trainees.

5. Procedures Following a Racist Incident

5.1 RACIST INCIDENT LOG

Incidents will be recorded in the Racist Incident Log. This will enable The Sheffield SCITT to both keep an accurate record and provide the appropriate data as required.

5.2 Trainees involved in any reported incident will be interviewed and appropriate further action taken.

NEED FORM THAT CAN ACT AS A RACIST INCIDENT LOG

Eg name(s) of victim, name(s) of perpetrator, date, location, brief description.

Review Date: July 2018 **Next Review:** July 2019

Review Mechanism: Management Board